

SCOTTISH LI BRANCH SUMMARY

We received a total of 84 replies from Scottish LI branch members, broken into the following groups:

- CMLI: 65 (77.4%)
- Licentiates: 12 (14.3%)
- FLI: 5 (6%)
- Students: 1 (1.2%)
- Affiliate: 1 (1.2%)

There are a total of 455 LI members in the Scottish Branch, making this sample 18.5% of the total.

EMPLOYMENT

The data paints a picture of the landscape professional industry for Scottish LI members.

From the responses, we can gather that the majority of Scottish branch members are in permanent, full-time roles and commonly work for an LI-registered private practice.

A total of 86.9% of the Scottish branch is in permanent employment. 7.1% of respondents are self-employed or freelancing, while 3.6% of respondents are in temporary or contract roles.

The single student respondent is working as an intern, while the affiliate respondent is employed, but not in a landscape role (in a Planning role, as a tree officer).

78.6% of the respondents are in full-time roles, while 19% work part-time. Of those who work part-time, $\frac{3}{4}$ are happy working their current hours, while $\frac{1}{4}$ would like increase their working hours.

Scottish landscape professionals commonly work for an LI registered private practice. The majority of Scottish respondents (69%) work in a private practice, and of those who work in a private practice, 81% work for an LI-Registered private practice.

One quarter of respondents (25%) work in the public sector, while 3.6% work in the 3rd sector or at a voluntary organisation, and the remainder in Academia (1.2%).

LANDSCAPE INDUSTRY DATA: GROWTH AND SALARIES

Please note that this section is calculated only from the 83 responses of CMLIs, Licentiates, FLIs and single student. The single CMLI member who indicated they were working outside the industry has been excluded from this data set. This member works in Planning, as a Tree Officer.

Unemployment

A total of 11% of Scottish members experienced unemployment in the landscape industry at some stage during 2013. Of the 10.8% of members who were unemployed at some stage last year, 27.3% were unemployed for less than 3 months, 27.3% were unemployed for 12+ months, 27.3% were unemployed for 4-6 months and the remainder (9.1%) for 6-12 months.

At the time of the survey, none of the respondents were unemployed.

Job titles

An equal number of respondents worked as either Consultant/Officer/Advisor, or Principal/Manager/Senior Landscape Architects (30.1%).

Then followed 13.3% of Managing Director/Partner/CEO, 12% worked as Graduates or Assistants, and 9.6% as Associate/Senior Manager/Director/Head of Department. A total of 4.8% worked as Other.

Salaries

The most common salary was the £30,000-39,999 band, with 41% of respondents falling within this category. Following this, 26.5% of respondents earn between £20,000 - £29,999, while 10.8% of respondents earn between £40,000 – 49,999. No respondents earn more than £90,000.

- under £10,000	2.4%
- £10,000 - 14,999	1.2%
- £15,000 - 19,999	6.0%
- £20,000 - 29,999	26.5%
- £30,000 - 39,999	41.0%
- £40,000 - 49,999	10.8%
- £50,000 - 59,999	7.2%
- £60,000 - 69,999	2.4%
- £70,000 - 79,999	1.2%
- £80,000 - 89,999	1.2%

Scottish LI survey respondents were quite evenly split between seeing either an increase in their salary (48.2%) or having their salary remain the same (43.4%). A total of 8.4% of respondents saw their salary decrease since August-September 2013.

- Increased (5% or more)	22.9%
- Increased (up to 5%)	25.3%
- About the same	43.4%
- Decreased (by under 5%)	4.8%
- Decreased (5% or more)	3.6%

Benefits

About $\frac{3}{4}$ of respondents receive a benefit of some kind alongside their salary, while $\frac{1}{4}$ receive no benefits. The most common type of benefit was the pension, which 56.6% of respondents receive. Then follows flexible working (42.2%), paid overtime and health care (both 16.9%), a car (8.4%), subsidised canteen or vouchers (2.4%), and a season ticket loan (1.2%).

None of the respondent received the use of gym or other sporting facilities.

Overtime

The Scottish LI respondents are more likely to work overtime than to not. Three in four respondents regularly work overtime, while only 24.1% reported not regularly working overtime. Of those working overtime, 45.8% work under 5 hours, 21.7% work 6-10 hours and 8.4% work 10+ hours in overtime.

Change in team, department or practice size

The majority of Scottish members said their team, department or practice stayed the same size over the last year. A total of 49.4% reported no change, while 30.1% reported an increase in size of team,

department, or practice size. One in five (20.5%) saw a decrease in team, department or practice size.

- Increased significantly 7.2%
- Increased slightly 22.9%
- About the same 49.4%
- Decreased slightly 13.3%
- Decreased significantly 7.2%

DEMOGRAPHICS

There was a dead even split between the sexes, with 50% male respondents, and 50% female respondents.

The average respondent age was 36-45, with 32.1% of respondents falling within this age bracket.

- 18-25 4.8%
- 26-35 23.8%
- 36-45 32.1%
- 46-55 27.4%
- 56-65 10.7%
- 65+ 1.2%

The majority of respondents said their ethnicity was best described as White British (77.4%), followed by White Irish (6%) and then White: Other (8.3%). 4.8% preferred not to say their ethnicity. There were equally 1.2% each of Asian: Indian, Chinese or other Asian ethnic group, and Mixed: White and Asian respondents.

UK nationality respondents made up the majority, with 83.3% listing it as their nationality. Then followed EU nationality other than UK (10.7%), Nationality outside EU (3.6%) and prefer not to say (2.4%).

ADDITIONAL COMMENTS

Additional comments included:

- A lot of the practices out there seem to be specialising in LVIA - this project source is finite as I can see the countryside reaching saturation point in its capacity to accept development on the scale that is going on. Local authorities are putting together guidance and tightening up on their own policies to provide a more robust position on their own capacities to accept development within their authority areas. A number of practices are developing these statements for joint authority partnerships, e.g. LUC's Landscape Capacity Study for wind turbine development in Glasgow and the Clyde Valley - June 2014
- After graduating 3 years ago and having worked in 3 different landscape companies/ offices since graduating there can a disparity in the level of pay between landscape design offices in the private sector. When at this graduate level and having to pay professional fees from your salary (when employers don't very kindly cover them for you) can prove very difficult.
- Been on a pay freeze for last 3 years; with recruitment freeze and pension cuts.
- I am concerned about the recent closing of educational courses in Landscape Architecture and the effect this may have on the profession over the coming years.

- I think the job market for qualified landscape architects is as flat as it was 5 years ago with the exception of LVIA work. Job security is very poor.
- Increasing difficulty in tendering for work as a sole trader using publiccontractsscotland.gov.uk site.
- It would be extremely interesting to compare the findings of this survey with other built environment professional bodies. The results will also be of relevance to students investing in university courses (or not as the case may be) to understand by when they may expect to earn a decent wage and clear their debts. It would also encourage people to complete professional accreditation to highlight differences between licentiate and chartered member salary brackets.
- Not that well paid but generally good deal of job satisfaction.
- Overworked and underpaid!